

**BERKELEY HEIGHTS BOARD OF EDUCATION
SPECIAL MEETING
AGENDA
MARCH 30, 2023**

CALL TO ORDER

ROLL CALL

MEETING NOTICE STATEMENT

Adequate notice of this meeting of the Berkeley Heights Board of Education was given as required by the Open Public Meetings Act as follows:

On March 23, 2023, a revised notice of this Special Meeting of the Board of Education was sent to the *Star Ledger* and the *Courier News* and was also provided to all schools, PTO Presidents, the BHEA President, and posted at the Administration Building. A copy was also provided to the Public Library and filed with the Municipal Clerk.

ADJOURN TO EXECUTIVE SESSION

WHEREAS, the Berkeley Heights Board of Education seeks to adjourn to Executive Session in full compliance with the Open Public Meetings Act, N.J.S.A. 10:4-6 et seq.; and

WHEREAS, the Open Public Meetings Act provides that a public body may exclude the public from that portion of the meeting at which it discusses matters related to those identified below:

- a. Matters rendered confidential by Federal Law, State Law, or Court Rule
- b. Individual privacy
- c. Collective bargaining agreements
- d. Purchase or lease of real property if public interest could be adversely affected
- e. Investment of public funds if public interest could be adversely affected
- f. Tactics or techniques utilized in protecting public safety and property
- g. Pending or anticipated litigation
- h. Attorney-client privilege
- i. Personnel – employment matters affecting specific prospective or current employees.

BE IT RESOLVED, that the Berkeley Heights Board of Education adjourns to Executive Session to discuss matters related to personnel matters; and

BE IT FURTHER RESOLVED, that the minutes of the discussion of any of these items will be disclosed to the public when matters have been determined and confidentiality is no longer applicable.

RETURN TO PUBLIC SESSION

FLAG SALUTE

REPORT OF THE SUPERINTENDENT

- Board discussion on Budget

COMMENTS FROM THE PUBLIC ON AGENDA ITEMS ONLY

During this portion of the meeting, District residents and staff are invited to address the Board of Education on agenda items only.

The Board requests that individuals state their name and town of residence (or school of attendance) for the record. All comments should be directed to the Board President and depending upon the nature and complexity of the question, it may or may not be answered during the meeting by the Administration. If so, the response would occur after this public portion of the meeting has concluded. Although the Board may not respond to all items raised during the public forum, all public comments will be considered.

The Board asks that members of the public be courteous and mindful of the rights of other individuals when speaking. Specifically, comments regarding personnel matters are discouraged and cannot be responded to by the Board. Students and employees have specific legal rights afforded by the laws of New Jersey. The Board bears no responsibility nor will it be liable for any comments made by members of the public.

Please note that if any member of the public becomes disruptive during the meeting the Board President may terminate the participant’s statement. Continued disruptions may result in removal from, or adjournment of, the meeting.

Each speaker’s statement will be limited to three (3) minutes in duration.

ADMINISTRATION

Resolution A: All Board members.

A. RESOLUTION APPROVING ADMINISTRATIVE AND SUPERVISORY REORGANIZATION

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent approve the following resolution:

WHEREAS, the Superintendent of Schools has determined that the District’s current administrative and supervisory structure can and should be modified to increase efficiency and economy and thus, improve educational outcomes for the District’s students; and

WHEREAS, following considerable analysis, the Superintendent recommends the elimination of certain supervisory positions and the creation of higher-level administrative positions that can improve the implementation of the District’s curriculum and performance; and

WHEREAS, the implementation of the recommended administrative and supervisory reorganization would include a reduction-in-force of certain personnel; and

WHEREAS, N.J.S.A. 18A:28-9 permits Boards of Education to approve reductions-in-force for the purpose of implementing an administrative and supervisory reorganization, as well as for the purposes of efficiency and economy; and

WHEREAS, the Board's Personnel Committee has reviewed the recommended reorganization with the Superintendent and believes the approval of such reorganization is both appropriate and in the best interests of the District and has recommended that the Board as a whole approve the reorganization; and

WHEREAS, the Board agrees with both the Superintendent and the Personnel Committee that the reorganization developed and recommended by the Superintendent is in the best interests of the District and should be adopted;

NOW, THEREFORE, BE IT RESOLVED that the Board of Education hereby approves and adopts the administrative and supervisory reorganization recommended by the Superintendent and Personnel Committee; and it is

FURTHER RESOLVED that the following actions hereby are approved and adopted:

1. Effective immediately following June 30, 2023, the following supervisory positions hereby are abolished:
 - a. District Supervisor of Math / Practical Arts
 - b. District Supervisor of Science / Art / Computers
 - c. District Supervisor of ELA / Music / Media Specialists
 - d. District Supervisor of Special Education
 - e. District Supervisor of Social Studies / World Language / Director of Special Projects

2. Effective immediately following June 30, 2023, the following administrative positions hereby are created with the job descriptions developed and approved by the Superintendent:
 - a. Director of Academics: Humanities
 - b. Director of Academics: Science and Math
 - c. Director of Pupil Personnel Services

BE IT FURTHER RESOLVED that the Board of Education hereby authorizes and directs the Superintendent, utilizing the advice of Board Counsel as required, to take such personnel actions as are within her lawful powers and duties and to recommend such additional personnel actions as are necessary and required to implement the aforesaid reorganization, including but not limited to posting for candidates to fill the newly created positions, interviewing such candidates as the Superintendent, or her designee(s), determine to be qualified, and recommending the appointment of selected qualified candidates to the Board to fill the newly created positions, as well as providing legally required notices to all personnel adversely affected by the approved reorganization.

BUSINESS

Items A-B: All Board members. Item C-F: Berkeley Heights Only.

A. Approve Solutions Architecture Work Order for ROD Grant Applications

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the Business Administrator, approves a work order for professional services from Solutions Architecture which are required for the submission of five (5) District ROD Grant Applications, including project administration, Department of Education drawings and applications, in a total amount not to exceed \$7,500.

B. Approve Submission of ROD Grant Applications for Governor Livingston High School

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the Business Administrator, approves the following resolution:

BE IT FURTHER RESOLVED, that the Berkeley Heights Board of Education, in the County of Union, hereby authorizes Solutions Architecture to submit an application for the following School Facilities Capital Renovation Project to the New Jersey Department of Education for review and approval and for any necessary amendments to the Long-Range Facilities Plan:

Replacement of 25 Electrical Panelboards at Governor Livingston High School;

BE IT FURTHER RESOLVED, that the District will be seeking funding for the Project as per the Educational Facilities Construction and Financing Act, N.J.S.A. 1SA:7G-1 et seq., effective July 18, 2000 (“EFCFA”) for Regular Operating Districts under P.L.2022, c.18 (“ROD Grants”), but will fund the remaining portion of the Project through the District’s Capital Reserve Account.

C. Approve Submission of ROD Grant Application for Woodruff Elementary School

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the Business Administrator, approves the following resolution:

BE IT FURTHER RESOLVED, that the Berkeley Heights Board of Education, in the County of Union, hereby authorizes Solutions Architecture to submit an application for the following School Facilities Capital Renovation Projects to the New Jersey Department of Education for review and approval and for any necessary amendments to the Long-Range Facilities Plan:

Replacement of West Wing Section and Gymnasium Section of Woodruff Elementary School Roof;

BE IT FURTHER RESOLVED, that the District will be seeking funding for the Projects as per the Educational Facilities Construction and Financing Act, N.J.S.A. 1SA:7G-1 et seq., effective July 18, 2000 (“EFCFA”) for Regular Operating Districts under P.L.2022, c.18 (“ROD Grants”), but will fund the remaining portion of the Projects through the District’s Capital Reserve Account.

D. Approve Submission of ROD Grant Applications for Columbia Middle School

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the Business Administrator, approves the following resolution:

BE IT FURTHER RESOLVED, that the Berkeley Heights Board of Education, in the County of Union, hereby authorizes Solutions Architecture to submit an application for the following School Facilities Capital Renovation Project to the New Jersey Department of Education for review and approval and for any necessary amendments to the Long-Range Facilities Plan:

Replacement of Band/Music Room Section of Columbia Middle School Roof;

BE IT FURTHER RESOLVED, that the District will be seeking funding for the Project as per the Educational Facilities Construction and Financing Act, N.J.S.A. 1SA:7G-1 et seq., effective July 18, 2000 (“EFCFA”) for Regular Operating Districts under P.L.2022, c.18 (“ROD Grants”), but will fund the remaining portion of the Project through the District’s Capital Reserve Account.

E. Approve Submission of ROD Grant Applications for Hughes Elementary School

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the Business Administrator, approves the following resolution:

BE IT FURTHER RESOLVED, that the Berkeley Heights Board of Education, in the County of Union, hereby authorizes Solutions Architecture to submit an application for the following School Facilities Capital Renovation Project to the New Jersey Department of Education for review and approval and for any necessary amendments to the Long-Range Facilities Plan:

Replacement of 10 Electrical Panelboards at Hughes Elementary School;

BE IT FURTHER RESOLVED, that the District will be seeking funding for the Project as per the Educational Facilities Construction and Financing Act, N.J.S.A. 1SA:7G-1 et seq., effective July 18, 2000 (“EFCFA”) for Regular Operating Districts under P.L.2022, c.18 (“ROD Grants”), but will fund the remaining portion of the Project through the District’s Capital Reserve Account.

F. Approve Submission of ROD Grant Applications for Mary Kay McMillin Early Childhood Center

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the Business Administrator, approves the following resolution:

BE IT FURTHER RESOLVED, that the Berkeley Heights Board of Education, in the County of Union, hereby authorizes Solutions Architecture to submit an application for the following School Facilities Capital Renovation Project to the New Jersey Department of Education for review and approval and for any necessary amendments to the Long-Range Facilities Plan:

Removal and Replacement of Retaining Wall at Mary Kay McMillin Early Childhood Center;

BE IT FURTHER RESOLVED, that the District will be seeking funding for the Project as per the Educational Facilities Construction and Financing Act, N.J.S.A. 1SA:7G-1 et seq., effective July 18, 2000

("EFCFA") for Regular Operating Districts under P.L.2022, c.18 ("ROD Grants"), but will fund the remaining portion of the Project through the District's Capital Reserve Account.

COMMENTS FROM THE PUBLIC ON ANY TOPIC

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NEW BUSINESS

- Board Goals Process

ADJOURNMENT